

R4

USAID/OFFICE OF WOMEN IN DEVELOPMENT

Results Review and
Resource Request (R4)

6 APRIL 2000

Please Note:

The attached FY 2002 Results Review and Resource Request ("R4") was assembled and analyzed by the country or USAID operating unit identified on this cover page.

The R4 is a "pre-decisional" USAID document and does not reflect results stemming from formal USAID review(s) of this document.

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Glossary

ACVFA	American Committee for Voluntary Foreign Assistance
ADS	Automated Directive System
AFR	Africa Bureau
ANE	Asia and Near East Bureau
APP	Agency Performance Plan
APR	Agency Performance Review
AWLAE	African Women Leaders in Agriculture and the Environment
CAR	Central Asian Republics
CEDAW	Convention for the Elimination of Discrimination Against Women
CEDPA	The Centre for Development and Population Activities
CIB	Contract Information Bulletin
CSO	Civil Society Organization
CSSF	Moroccan Social Mobilization Committee for Girls' Education
DAI	Development Alternatives International
DDE	Departmental Directors of Education
DG	Democracy and Governance Bureau
E&E	Europe and Eurasia Bureau
FY	Fiscal Year
G	Global Bureau
GPA	Gender Plan of Action
GWE	Girls' and Women's Education
G/EGAD	Global Bureau, Center for Economic Growth and Agricultural Development
G/PHN	Global Bureau, Center for Population, Health, and Nutrition
PVO	Private Voluntary Organization
G/WID	Global Bureau, Office of Women in Development
ICRW	International Center for Research on Women
IDB	Inter-American Development Bank
IFPRI	International Food Policy Research Institute
IIHR	Inter-American Institute of Human Rights
IR	Intermediate Result
JICA	Japanese International Cooperation Agency
LAC	Latin America and Caribbean Bureau
M	Management Bureau
NGO	Non-governmental Organization
PPC	Program and Policy Coordination
PROWID	Promoting Women in Development (a grants program)
R4	Results Review, Resource Request
RFA	Request for Application
RFP	Request for Proposal
SSO	Strategic Support Objective
TDY	Temporary Duty
UNDP	United Nations Development Program
UNIFEM	United Nations Development Fund for Women

USG	United States Government
WAFA Bank	A Moroccan National Bank
WELR	Women's Economic and Legal Rights Program
WHO	World Health Organization
WIDStrat	Women in Development Strategic and Technical Services
WIDTECH	A Women in Development Technical Assistance Project

R4 Part I: Overview/Factors Affecting Program Performance

PART I. OVERVIEW AND FACTORS AFFECTING PROGRAM PERFORMANCE

FY 99 represents the first full year of performance under the Office of Women in Development's (G/WID) revised strategic plan. The Office's Strategic Support Objectives (SSOs) were modified in FY 98 to cover all regions, indicators at the SSO level were developed, and those at the Intermediate Results (IR) level were revised. G/WID also developed a performance-monitoring plan with acceptable baselines and targets. Operating under this revised plan, G/WID has met or exceeded each of its targets in FY 99.

G/WID's program is cross-cutting and directly supports three of the Agency goals: (1) broad-based economic growth and agricultural development encouraged; (2) democracy and good governance strengthened; (3) human capacity built through education and training. Indirectly, the program supports the other four Agency goal areas (greater reflection of gender consideration in the Agency's work.) G/WID's strategy also addresses key objectives of the U.S. Strategic Plan for International Affairs: (1) increasing global economic growth; (2) promoting board-based economic growth in developing and transitional economies; and (3) increasing foreign government adherence to democratic practices and respect for human rights.

Given the crosscutting nature of the G/WID strategy, rather than trying directly to achieve overall results, via technical leadership and field support, the Office works closely with Regional Bureaus and Missions, to incorporate gender concerns into their programs.

Each of G/WID's SSOs has met or exceeded its targets for FY 99. For SSO1, we exceeded our target of 20 (Actual 26) for increasing national, regional or local recognition of gender-based constraints to economic development; we have doubled our FY 99 project of supporting fora for discussions with policy makers on women's economic issues (Target-26; Actual-52); we have exceeded our target of 26 for supporting interventions by NGOs focused on improving women's economic status (Actual-38); and there were a combination of over 30 publications, research reports and conference papers on women's economic status produced (Target-22).

Although it is still too early to report results at the SSO level in FY 99 for girls' education, G/WID has set up a system to collect baseline data (1997 completion rates) and expects to be able to report data on the years 1998 and 1999 in the FY 2003 R4. Even though our targets at the SSO level have not been met, we have met or exceeded expectations at the IR level. We have slightly exceeded our target of 9 of increasing civil society organizations (CSOs) and the other private sector organizations initiating actions to promote girls' education; we have far exceeded our target of 3 of increasing the number of public sector units initiating actions to promote girl's education as a result of G/WID intervention (Actual-10); and we have exceeded our target of 6 of increased revenue from non-USAID sources to cooperating CSOs and other private sector organizations to promote girls' education (Actual-9).

During FY 99, G/WID also saw a consolidation of gains, as its program for women's legal rights matured. USAID Missions began to launch their own initiatives, focused on women's rights: 22 Missions and 2 USAID/W operating units are supporting activities in women's legal rights (16

over the Target of 8); G/WID-supported programs were responsible for 13 legislative actions taken to embody women's human rights into law (Target-4); G/WID assisted in 6 mechanisms being implemented for women's access to legal redress (Target-3); and 14 NGOs submitted reports to national, regional, or international human rights monitoring bodies (Target-3).

In addition to the three sectoral SSOs, G/WID supports awareness of gender issues and close integration of gender into Agency policies, programs and activities through our fourth SSO - Greater Reflection of Gender Considerations in the Agency's Work. As a result of close collaboration with G, PPC and M Bureaus, progress on the implementation of the Agency's Gender Plan of Action has greatly improved. The Office of Procurement has issued contract information bulletins (CIBs) on changes in language in the procurement guidance on grants and cooperative agreements (ADS 303) and on contracts (ADS 302) that highlight the importance of full participation of women, as well as men, in the economic and social development of a country. Additionally, G/WID played an active role in USG foreign policy initiatives: food security, poverty reduction, trafficking in girls and women, and response to Hurricanes George and Mitch. The Office also contributed to the International Conference on Population and Development +5 meetings in New York, the First Ladies of American Conference in Ottawa, and preparations for the World Trade Organization meetings in Seattle.

G/WID has provided technical resources for 16 Agency training activities (6 over Target) in democracy and governance, environment, and economic growth, and conducted a workshop for Mission WID officers and SO Team members in Washington. Seven G/WID WorldWID fellows were fielded, providing support to Missions and USAID/W in such diverse areas as health, communications, urban development, youth programs, girls' education, domestic violence protection, small business development, and democracy and governance. The success of the WorldWID program is demonstrated by the fact that nearly half of the 1999 fellows continue to work with USAID in other capacities.

Technical support has been provided to Missions in all regions and sectors. 30 TDYs to provide technical assistance to Missions were undertaken (ANE 11, E&E 4, AFR 9, LAC 6). Highlights include an analysis of the impact of the Indonesian financial crisis on women; the development of gender-sensitive micro-finance strategies in Jordan; and an assessment of the level of gender integration in USAID/Bolivia's democratic local government activity. As a result of G/WID technical assistance in USAID/W, 12 operating unit strategic objectives reflect gender consideration. Highlights include: LAC - Protection of selected LAC parks and reserves important to conserve the hemisphere's biological diversity; AFR - The adoption of policies and strategies for increased sustainability and quality of family planning services; and G/EGAD/MD- Improved access to financial and business development, particularly for the micro-enterprises of the poor.

Limitations on Attainment of Results: In FY 99 G/WID did not have the Procurement difficulties experienced in FY 1998.

R4 Part II Results Review by SO

SSO 1: Gender-based constraints to economic growth policies and programs increasingly addressed.

Country/Organization: Office of Women in Development

Objective ID: 941-001-01

Objective Name: Gender-based constraints to economic growth policies and programs increasingly addressed.

Self Assessment: Exceeding Expectations

Self Assessment Narrative: : G/WID, through its highly effective partnerships with Missions, NGOs, and research organizations, has exceeded expectations at the SSO level indicators and on all key indicators of performance at the IR level. The strong performance of the SSO this year was facilitated by a robust set of activities reaching their peak. Several activities (AWLAE, PROWID, and IFPRI) are showing payoffs building upon the work of previous years.

Primary Link to Strategic Agency Framework: 1.2 Ag Development/Food Security
(please select only one)

Secondary Link to Strategic Agency Framework:
(select as many as you require)

- | | |
|---|--|
| <input checked="" type="checkbox"/> 1.1 Private Markets | <input checked="" type="checkbox"/> 1.2 Ag Development/Food Security |
| <input checked="" type="checkbox"/> 1.3 Economic Opportunity for Poor | <input type="checkbox"/> 2.1 Rule of Law/Human Rights |
| <input type="checkbox"/> 2.2 Credible Political Processes | <input type="checkbox"/> 2.3 Politically Active Civil Society |
| <input type="checkbox"/> 2.4 Accountable Gov't Institutions | <input type="checkbox"/> 3.1 Access to Ed/Girl's Education |
| <input type="checkbox"/> 3.2 Higher Ed/Sustainable Development | <input type="checkbox"/> 4.1 Unintended Pregnancies Reduced |
| <input type="checkbox"/> 4.2 Infant/Child Health/Nutrition | <input type="checkbox"/> 4.3 Child Birth Mortality Reduced |
| <input type="checkbox"/> 4.4 HIV/AIDS | <input type="checkbox"/> 4.5 Infectious Diseases Reduced |
| <input type="checkbox"/> 5.1 Global Climate Change | <input type="checkbox"/> 5.2 Biological Diversity |
| <input type="checkbox"/> 5.3 Sustainable Urbanization/Pollution | <input type="checkbox"/> 5.4 Environmentally Sound Energy |
| <input type="checkbox"/> 5.5 Natural Resource Management | <input type="checkbox"/> 6.1 Impact of Crises Reduced |
| <input type="checkbox"/> 6.2 Urgent Needs in Time of Crisis Met | <input type="checkbox"/> 6.3 Security/Basic Institutions Reestablished |
| <input type="checkbox"/> 7.1 Responsive Assist Mechanisms Developed | <input type="checkbox"/> 7.2 Program Effectiveness Improved |
| <input type="checkbox"/> 7.3 Commit Sustainable Development Assured | <input type="checkbox"/> 7.4 Technical/Managerial Capacity Expand |

Link to U.S. National Interests: Economic Prosperity

Primary Link to MPP Goals: Economic Development

Secondary Link to MPP Goals (optional): No Secondary Linkage

Summary of the SO:

Tied to the Agency goal for economic growth and agricultural development, SSO1 reflects both the primacy of economic issues for women in USAID-assisted countries, and the importance of attention to gender-based constraints to growth in programming in order to achieve sustainable economic development and poverty reduction. Broad-based, equitable, and sustainable growth can be achieved only with the full participation of all people, women as well as men, the poor, disadvantaged and marginalized groups.

SSO1 seeks better to understand gender-based constraints to full economic participation and effectively to communicate these understandings to policy makers. Addressing gender-based barriers results in more inclusive policies and programs and improves the economic status of women. SSO1 also seeks to affect the status of women indirectly by working through USAID Missions, other USAID operating units, and intermediary partner organizations. Impact is measured by the extent to which economic growth and agricultural development programs and policies of USAID operating units and of host countries address gender-based constraints to economic growth and poverty alleviation. The three intermediate results we are reporting on interact to achieve this objective by identifying and specifying gender-based constraints to growth, by providing information about these constraints to policy makers, and by assisting in the interpretation and application of this information in specific situations.

Key Results:

At the SSO level, through media coverage, high visibility conferences, and discussions with key government officials, G/WID partners increased national, regional or local recognition of gender-based constraints to economic development in 26 countries. In several cases, two or more partners were recognized for their work on gender-based constraints in the same country; hence, the total number of countries listed under-represents the exposure gained by G/WID-funded efforts.

In some countries, the impact of G/WID-funded activities produced concrete policy actions. In Mexico, through the Grupo Educacion Popular con Mujeres, women from regional centers acted as mediators and drafted legislation on economic and social policy in the state of Chiapas and advocated for and achieved the establishment of a Chihuahua state government division of women's issues. The women also developed a two-year plan with the state Congress to address legal rights, family violence, childcare, and health conditions in the workplace.

Through discussions and interaction, G/WID partners actively engaged policy makers in addressing gender issues in economic growth. Via such fora, the following results have been achieved: In Jordan, survey results on women's economic opportunities were disseminated; in Sri Lanka, women were able to meet with government and private sector representatives to discuss vocational training; in Nepal, women were able to network, provide and receive family support, engage in group advocacy, and access credit; and in Mexico, business policy and advocacy efforts among NGOs and government officials was strengthened. Moreover, the

application of research results to policy matters in Guatemala, Bangladesh, and Mexico has been important.

In Washington, numerous seminars highlighted current analysis on gender issues in economic growth. IFPRI started a monthly seminar series that brought together a local network of policy makers, NGOs, and development practitioners to examine critical gender issues on such topics as common property resource management, time management, child nutrition, and land and water tenure.

NGOs, particularly indigenous NGOs, are significant vehicles for ensuring sustained capability to address women's economic issues. G/WID has impacted directly the status of women through NGOs' and other partners' enhanced institutional capacity and advocacy roles. Achievement was measured by the number of activities carried out by NGOs that directly affect women's economic status, and by these NGO's organizational viability. G/WID partners have succeeded in improving the economic status of women via 38 distinct activities, which exceeded the FY 99 target by 12 (38 vs 26), these ranged from a small grant's program, and training in agricultural production and processing, to access to credit, business training, and the formation of savings and credit groups.

Increased knowledge and skills to deal with gender issues affecting growth is critical for clearer understanding of the structures and processes through which gender inequality impacts economic growth. G/WID has supported applied and policy relevant research, and training of gender specialists and researcher, to uncover and highlight the policy implications of gender-based constraints to economic growth.

To address this need, G/WID partners produced 32 publications, conference papers, research reports, training guides, and newsletters, exceeding the target of 22. Most resulted from the G/WID multi-year research program with the International Food Policy Research Institute (IFPRI) to investigate the impact of intra-household gender relations on the effectiveness of economic development programs and the distribution of benefits. IFPRI also manages the Gendev-CG listserve (formerly Gender-CG) for communicating policy relevant research results. G/WID funds the listserve, which has been operating for six years with an active membership of over 400 persons in 40 countries.

G/WID also supported the training of ten economic growth specialists, and/or researchers in gender analysis through the IFPRI program as well as two WorldWID fellows in economic growth.

Performance and Prospects:

Several mechanisms via which the majority of these activities are being implemented will soon expire; this is likely to influence achievements of targets. Also, some indicators need refinement. Often Office indicators and those used by partners do not match since the contracts/agreements for which the latter were developed were awarded before the G/WID Strategy was approved. The completion of several contracts, cooperative agreements and grant mechanisms will allow G/WID to put in place new vehicles, more compatible with Office reporting needs.

FY 99 introduced the Gender and Agribusiness project with the University of Illinois, Urbana, which developed a partnership with Cargill/Zimbabwe. Agribusiness, particularly as linked to poverty reduction, has promise for the future. Greater linkage between work on gender aspects of poverty reduction and mission support on gender and economic growth issues would be in line with overall Agency efforts to meld bilateral approaches with international agreements. G/WID is well placed to provide such a balanced link as a way to profitably connect with other Centers and Regional Bureaus and other donors.

Possible Adjustments to Plans:

G/WID is continuing to review and refine the indicators at the SSO and IR levels. Two RSSA positions - a social scientist with expertise in land and other resource tenure and management, and a micro- or macro- economist with a focus on economic growth, agricultural development and food policy will be filled. In addition, a joint Task Order with the other sectoral SSOs to support NGOs in the field through a small grants program is being developed.

Other Donor Programs:

The OECD/DAC's Gender Equality Working Group and the Informal Network on Poverty Reduction is part of a wider effort by bilateral and multi-lateral donors to address the integration of gender into development, particularly poverty reduction programs. The World Bank helps to fund some of the IFPRI activities into which G/WID supported gender analysis research is integrated. Host governments in Africa are very supportive of the program on African Women Leaders in Agriculture and the Environment (AWLAE) and the PROWID activities. UNICEF support was instrumental in a WELR Workshop.

Major Contractors and Grantees:

G/WID is funding the following list of activities and implementers: African Women Leaders in Agriculture and the Environment (Winrock International); Gender and Agribusiness Project (University of Illinois - Urbana); GenderReach (Development Associates, Inc.) PROWID (ICRW and CEDPA); Strengthening Development Policy through Gender Analysis: An Integrated Multicountry Research Program (International Food Policy Research Institute); Women's Economic and Legal Rights (The Asia Foundation); WIDStrat (DevTech Systems, Inc.); WIDTECH (Development Associates, Inc. and International Center for Research on Women).

Performance Data Table

Objective Name: Gender-based constraints to economic growth policies and programs increasingly addressed			
Objective ID: 941-001-01			
Approved: 01/12/1999		Country/Organization: G/WID	
Result Name: Gender-based constraints to economic growth policies and programs increasingly addressed			
Indicator: Number of countries in which the work of G/WID cooperating NGOs and other partners results in increased national, regional or local recognition of gender-based constraints to economic development			
Unit of Measure: Countries in which G/WID is working directly or through partners to promote gender equitable economic development	Year	Planned	Actual
	1997	NA	10
	1998	15	18
	1999	20	26
	2000	23	NA
	2001	24	NA
	2002	25	NA
Source: G/WID and Partners: AWLAE, IFPRI, PROWID, The Asia Foundation, WIDTech			
Indicator/Description: Partners include other donors, government units, research institutions, private enterprises. Increased recognition includes greater exposure at local, regional and/or national levels to gender-based constraints to economic development, as seen in coverage by the media of these issues, discussion in representative and executive councils of government, private sector associations, and in high visibility conferences			
Comments: 1999 countries include Senegal, Mali, Cote d'Ivoire, Ghana, Nigeria, Guinea, Cameroon, Burkina Faso, Benin, Brazil, Ecuador, Bangladesh, Indonesia, Sri Lanka, India, Honduras, Cambodia, El Salvador, Kenya, Mexico, Dominican Republic, Belize, Chile, Guatemala, Nicaragua and Nepal. More than one event may have occurred in the same country, but the country is only counted once. Examples include: organizing forum around women's farmers' highlighting the role of rural women as change agents (Mali, Senegal); raising awareness to informational and time constraints that affect women's productivity (India); developing a multi-million dollar vocational training program (Sri Lanka); and promoting national attention to women's roles in marketing and using non-timber forest products (Brazil).			

Performance Data Table

Objective Name: Gender-based constraints to economic growth policies and programs increasingly addressed			
Objective ID: 941-001-01			
Approved: 01/12/1999		Country/Organization: G/WID	
Result Name: IR 1-- Increased engagement of policy makers in addressing gender issues in economic growth			
Indicator: Number of fora established for dialogue among G/WID cooperating NGOs and other partners and host country government officials and business leaders			
Unit of Measure: Conferences, seminars, workshops and other meetings and briefings in which G/WID and G/WID-funded NGOs have engaged policy makers in discussion	Year	Planned	Actual
	1997	NA	16
	1998	26	42
	1999	26	52
	2000	10	NA
	2001	10	NA
	2002	10	NA
Source: G/WID and Partners: AWLAE, GenderReach, IFPRI, PROWID, The Asia Foundation, WIDStrat, and WIDTech			
Indicator/Description: Fora include meetings, conferences, and other venues in which policy makers have been engaged in discussions of women’s economic issues. Policy makers include national, regional and local senior government officials and business leaders.			
Comments: This measure includes both domestic and international fora. Numbers decline after FY99 because existing contracts end or have ended. Targets may need readjustment if new mechanisms are put into place. Overseas examples include: hosting two seminars in Jordan on women’s economic opportunities (WIDTECH), bringing women vendors together with government officials and NGOs in Sri Lanka, Cambodia (WELR-TAF), supporting a congress of women’s NGOs on sustainable environmental management (Rainforest Alliance-PROWID), coordinating meetings between women and NGO leaders, policy makers, and government officials across West Africa (AWLAE); Domestic examples include: Establishing the “Gender and Development Policy” Brown Bag series (IFPRI), as well as seminars on the impact of the Asian financial crisis on women (WIDStrat), the important role of women with disabilities (GenderReach), USAID’s LWOB on “Women Mean Business: A Global Exchange” with LPA, and support to the review of US progress on Beijing +5.			

Performance Data Table

Objective Name: Gender-based constraints to economic growth policies and programs increasingly addressed			
Objective ID: 941-001-01			
Approved: 01/12/1999		Country/Organization: G/WID	
Result Name: IR 2 -- Increased effectiveness of G/WID cooperating NGOs and other partners in addressing women’s economic issues			
Indicator: Number of interventions with women initiated by NGOs and institutional partners intended to improve women’s economic status			
Unit of Measure: G/WID-funded interventions	Year	Planned	Actual
Source: G/WID and Partners: AWLAE, IFPRI, PROWID, The Asia Foundation, and WIDTech	1997	NA	21
	1998	27	32
Indicator/Description: Interventions that provide women access to resources, increase incomes and raise their economic status	1999	26	38
	2000	TBD	NA
	2001	TBD	NA
Comments: With the ending of some mechanisms responsible for most of these activities, targets for FY00 are expected to decrease. Some examples for FY99 activities include a grant program through WIDTECH, which provides leverage funds to permit NGO grantees to pursue innovative approaches to addressing gender-based constraints to economic growth, including producing a videotape on opening a small business; national seminars on women’s unemployment, business, and ownership issues; and establishing a radio station. In Africa, AWLAE was particularly successful in reaching many women, with numerous programs to provide training in improved agricultural practices in production, processing, and preservation, including non-traditional crops. In Latin America, the Grupo Education Popular con Mujeres worked to strengthen five new regional centers and to establish two new ones to help women link to regional centers, civic organizations, and government institutions. Another PROWID project with the Friends of Women’s World Banking provided business-planning training and helped women receive new loans. Also in Nepal, the WELR program encouraged women to form 48 savings and credit groups.	2002	TBD	NA

Performance Data Table

Objective Name: Gender-based constraints to economic growth policies and programs increasingly addressed			
Objective ID: 941-001-01			
Approved: 01/12/1999		Country/Organization: Office of Women in Development	
Result Name: IR 3 – Increased knowledge and skills to deal with gender issues affecting growth			
Indicator: Number of peer-reviewed publications, research reports, and conference papers			
Unit of Measure: Published articles, research reports and conference papers produced by G/WID-supported activity Source: G/WID and Partners: IFPRI, PROWID, WINStrat, and WIDTECH Indicator/Description: Published articles, research reports, and conference papers	Year	Planned	Actual
	1997	NA	14
	1998	15	26
	1999	22	32
	2000	10	NA
	2001	10	NA
	2002	6	NA
Comments: Indicator total includes 18 conference papers, 4 research reports, 7 journal articles, 1 training guide and 2 newsletters. During FY 1999, IFPRI completed studies on gender issues and impact of the adoption of vegetable and fish production in Bangladesh, intra-household resource allocation issues in Ethiopia, the impact and cost-effectiveness of day-care centers in Guatemala, gender and agroforestry in Ghana, and the dynamics of movement in and out of poverty among households in Kwazulu-Natal, South Africa. Most of this work has been presented in workshops and in conference papers. Under PROWID, papers were published on how grassroots NGOs in microcredit and sustainable development use participatory learning; marketing rainforest products; and environmental education. WIDStrat published a research report on gender and community-based resource management. WIDTECH produced a review of gender and agribusiness literature and a training guide on conservation with a gender focus.			

SSO 2: Broad-based, informed constituencies mobilized to improve girls' education in emphasis countries

Country/Organization: Office of Women in Development

Objective ID: 941-002-01

Objective Name: Broad-based, informed constituencies mobilized to improve girls' education in emphasis countries

Self Assessment: On Track

Self Assessment Narrative: : In FY 1999, G/WID exceeded all of its reported indicators for the IRs and has exceeded its targets for all indicators under the SSO, except the SSO indicator

Primary Link to Strategic Agency Framework: 3.1 Access to Ed/Girls' Education
(please select only one)

Secondary Link to Strategic Agency Framework:
(select as many as you require)

- | | |
|---|--|
| <input type="checkbox"/> 1.1 Private Markets | <input type="checkbox"/> 1.2 Agricultural Development/Food Security |
| <input type="checkbox"/> 1.3 Economic Opportunity for Poor | <input type="checkbox"/> 2.1 Rule of Law/Human Rights |
| <input type="checkbox"/> 2.2 Credible Political Processes | <input checked="" type="checkbox"/> 2.3 Politically Active Civil Society |
| <input type="checkbox"/> 2.4 Accountable Gov't Institutions | <input checked="" type="checkbox"/> 3.1 Access to Education/Girl's Education |
| <input type="checkbox"/> 3.2 Higher Education/Sustainable Development | <input type="checkbox"/> 4.1 Unintended Pregnancies Reduced |
| <input type="checkbox"/> 4.2 Infant/Child Health/Nutrition | <input type="checkbox"/> 4.3 Child Birth Mortality Reduced |
| <input type="checkbox"/> 4.4 HIV/AIDS | <input type="checkbox"/> 4.5 Infectious Diseases Reduced |
| <input type="checkbox"/> 5.1 Global Climate Change | <input type="checkbox"/> 5.2 Biological Diversity |
| <input type="checkbox"/> 5.3 Sustainable Urbanization/Pollution | <input type="checkbox"/> 5.4 Environmentally Sound Energy |
| <input type="checkbox"/> 5.5 Natural Resource Management | <input type="checkbox"/> 6.1 Impact of Crises Reduced |
| <input type="checkbox"/> 6.2 Urgent Needs in Time of Crisis Met | <input type="checkbox"/> 6.3 Security/Basic Institutions Reestablished |
| <input type="checkbox"/> 7.1 Responsive Assist Mechanisms Developed | <input type="checkbox"/> 7.2 Program Effectiveness Improved |
| <input type="checkbox"/> 7.3 Commit Sustainable Development Assured | <input type="checkbox"/> 7.4 Technical/Managerial Capacity Expand |

Link to U.S. National Interests: Economic Prosperity

Primary Link to MPP Goals: Global Growth and Stability

Secondary Link to MPP Goals (optional): Democracy and Human Rights

Summary of the SO:

In support of the Agency's goal to build human capacity through education and training, G/WID's SSO2 focuses on the mobilization of broad-based constituencies for girls' education. G/WID is contributing to this objective through the attainment of four intermediate results (IRs): 1) Strengthened capacity of public- and private-sector institutions to promote girls' education; 2) Improved knowledge to implement policies, strategies, and programs for girls' education; 3) Mobilized leadership to promote girls' education; and 4) Broadened local community participation to promote girls' education. Activities in support of SSO2 are targeted at decision makers as implementers of girls' education actions. The ultimate beneficiaries of the activities are schoolgirls, whose completion of primary school is directly linked to improvements in countries' social and economic development.

Activities that support the achievement of these intermediate results include marshalling business and civil society organizations to stimulate locally initiated and funded programs that promote girls' participation in primary school; mobilizing religious, business, media, and community leaders to enter into policy dialogue with host country governments in support of girls' education; disseminating the results of analytic studies to help host country decision makers in both government and non-governmental organizations, as well as other international organizations, identify the barriers to girls' education, and the host-country financial and human resources to implement low-cost, locally-owned actions to overcome those barriers.

Key Results:

While it is still too early to report results at the SSO level in FY99, G/WID has set up a system to collect data and calculate a baseline (1997) and expects to be able to report data for 1998 and 1999 in the FY2003 R4. A program will be made available to Missions by G/WID to easily track these data. G/WID met expectations on all key indicators of IR performance.

In FY99, progress toward meeting expectations at the IR level has been solid. During the first and second years of program implementation under SSO2, country initiatives in girls' education focused on identifying and mobilizing organizations and leaders in non-traditional sectors, such as private business, the media, and religious organizations, to garner their commitment to girls' education and to encourage partnerships with the government. During FY99, those commitments have progressed from talk to action as communities, NGOs, businesses, and host country governments have begun to use their own technical and financial resources for girls' education activities. This has been an important first step toward ownership and self-sufficiency.

The number of civil society organizations (CSOs) and other private sector organizations initiating actions to promote girls' education has greatly increased. In Morocco, the Wafa Bank designed an "adopt-a-school" program through which branch offices and their business clients engage in partnerships with local schools, offering financial and technical support for initiatives that promote girls' education. The Wafa Bank's program has expanded through a network of 15 other banks that have taken up the model, creating over 600 bank-school partnerships in FY99 in support of girls' education. Also in Morocco, the private sector initiated and paid for a national conference attended by 500 business leaders on enterprise development and education that highlighted the importance of girls' education. In Guinea, the National

Alliance for Girls' Education assisted the establishment of six local alliances. These local alliances, comprised of business, religious, media, and other community leaders, have already begun actions to promote girls' access to and completion of primary school. In schools where access is a problem, local alliances have taken an active role in recruiting girls and monitoring the registration process to assure that they gain 50 percent of the often limited school places. In Guinea, Barry et Frères, a local food distributor, has dedicated space on its delivery trucks to advertise the importance of girls' education, as well as highlighting in its national advertising campaign the necessity of sending girls to school.

As a result of G/WID intervention, the number of public sector units initiating actions to promote girls' education has increased. As a result of baseline data research in four regions of Uganda looking specifically at girl/boy and rural/urban disparities and subsequent training of education stakeholders, the Ugandan National Institute for Teacher Training has incorporated techniques for increasing girls' school participation into training so that all new teachers better understand how to create a classroom environment that will maximize learning for all girls and boys. The Ugandan Ministry of Education has also created 18 teams of trainers to conduct the training with experienced teachers. In Peru, the National Department of Teacher Training incorporated strategies to improve girls' education into its training program, while at the local level the Ayacucho regional department has modified its training programs to include girls' education. The Guatemalan Ministry of Education has taken several key steps in support of girls' education in FY99, including the issuance of a directive requiring all departmental directors of education in the regions to include initiatives promoting girls' education in their planning, programming, and activities. They have also hired, with ministry funds, two girls' education curriculum experts.

The number of CSOs and other private sector organizations leveraging revenue from non-USAID sources to promote girls' education has increased. In Guatemala, the Castillo Córdoba Foundation, in partnership with the Guatemalan government, provided a school breakfast and snack program. The Guatemalan government stipulated that only schools promoting girls' education through scholarship programs were to receive breakfast and snack funds. These very successful girls' scholarship programs have expanded in FY99 through a partnership between the private sector and the Guatemalan government. In Morocco, the CSSF, a network of directors of Moroccan NGOs, raised over US \$30,000 from mostly urban private enterprises and individuals to fund 116 scholarships for girls in rural areas. In Guinea, local alliances for girls' education have been mobilizing community funds to build additional classrooms in areas where girls' access is low, as well as making other infrastructure improvements to counteract known barriers to girls' participation in school, for example building latrines and digging wells. In Peru the First National Conference on Girls' Education received nearly one third of its funding from the private sector.

Performance and Prospects:

G/WID expects that performance targets for SSO2 will be met in FY 2000. A major activity of G/WID during FY 2000 will be the refinement of SSO2 to more rigorously monitor results and to enhance the ability of G/WID and partners to develop strategies to meet the targets. .

Possible Adjustments to Plans:

As a result of weak performance of activities in two USAID-assisted countries, G/WID engaged in collaborative planning with the contractor to reduce the scope of its activities in those countries and thus permit a tighter focus in other countries where implementation was progressing well. To meet the needs of the countries where activities were curtailed, G/WID worked with the Missions to develop new activities under a new contract, which will also provide assistance in up to six additional countries. Although early in the implementation, performance in these countries is on track. G/WID will be refining the measurement and tracking of indicators on which it reports in the R4. For measurement of two indicators (2.1.1 and 2.1.2), the method for calculating a more accurate baseline has been established. For indicator 2.1.3, G/WID will report on not only “revenue leveraged from non-USAID sources” but on “human and financial resources” leveraged from non-USAID sources to better capture the full range of private contributions supporting girls’ education. Starting with the FY 2003 R4, G/WID will report on an additional intermediate result: IR 2.4, broadened local community participation to promote girls’ education. G/WID has been tracking this IR for the past three years and will report on indicator 2.4.2, increased number of communities initiating actions that promote girls’ education. G/WID will then report data for all past years of the program, as well as report the current FY data. In order to report on community-initiated girls’ education activities, G/WID will cease to report on the SSO-level indicator, number of emphasis countries with improved rate of girls’ completion of primary school. As mentioned elsewhere in this document, G/WID has been unable to report accurate data for this indicator and is in the process of developing a system that will provide this information in G/WID-assisted countries by the end of the SSO reporting period (FY 2002).

Other Donor Programs:

Through regular meetings with other donors, such as the World Bank, the Inter-American Development Bank, and UNICEF, other bilateral aid agencies, such as Canadian CIDA, JICA, the Dutch, and the French, and international private voluntary organizations, such as Save the Children, Plan International, and CARE, G/WID has fostered the design of girls’ education actions that are complementary to those of governments and of other donors. USAID is the only agency focused on mobilizing non-traditional sectors to fund and implement girls’ education interventions. Other donors are engaged in assisting the government to improve teacher training, curriculum, policy planning, and school infrastructure, while G/WID activities are providing technical leadership in effecting policy reform and in mobilizing resources in support of girls’ education in non-governmental sectors.

Major Contractors and Grantees:

G/WID provided technical support via three principle contractors: The Institute for International Research has been responsible for long-term technical assistance to three missions under G/WID’s Girls’ and Women’s Education Activity (GWE). Development Alternatives International (DAI) has provided long-term technical analysis and training programs in girls’ education in two countries, with expansion planned for up to eight countries. World Education has completed the first phase of a five-year study in three countries and continues working on policy briefs for four countries.

Performance Data Table

Objective Name: Broad-based, informed constituencies mobilized to improve girls' education in emphasis			
Objective ID: 941-002-01			
Approved: 01/12/99		Country/Organization: Office of Women in Development	
Result Name: Broad-based, informed constituencies mobilized to improve girls' education in emphasis countries.			
Indicator: Number of emphasis countries with improved rate of girls' completion of primary school.			
Unit of Measure: Rate of girls completing primary school in program areas in emphasis countries, as defined by Ministry of Education. Source: Ministry of Education records accessed annually to determine completion rate for areas where program is implemented. May require disaggregating along regional or district lines to account for program area impact.	Year	Planned	Actual
	1997	0	0
	1998	1	0
	1999	3	0
	2000	4	NA
	2001	6	NA
	2002	6	NA
Indicator/Description: Country and annual completion rate.			
Comments: Improved rate is within "program areas" of emphasis countries; measure based on Ministry of Education data. Official statistics not yet available to report for FY 99. G/WID expects to report baseline (FY 97), FY 98 and FY 99 in FY 2003 R4.			

Performance Data Table

Objective Name: Broad-based, informed constituencies mobilized to improve girls' education in emphasis countries.			
Objective ID: 941-002-01			
Approved: 01/12/1999		Country/Organization: Office of Women in Development	
Result Name: Strengthened capacity of public and private sector institutions to promote girls' education.			
Indicator: IR1.1 Number of G/WID cooperating civil society organizations (CSOs) & other private sector organizations initiating actions to promote girls' education.			
Unit of Measure: Civil society or other private sector organizations acting to keep more girls in school.	Year	Planned	Actual
	1997 (B)	0	0
	1998	6	12
	1999	9	10
	2000	12	NA
	2001	18	NA
	2002	18	NA
Source: A baseline of total # of CSOs and other private sector organizations should be established on the basis of a formal registry or program activity record by area of active organizations. Those actively working will be counted proportionate to total.			
Indicator/Description: CSOs and other private sector organizations.			
Comments: These 10 include: -Private sector in Morocco initiated and paid for national conference on enterprise and education, which highlighted the importance of girls' ed. -16 Moroccan banks sponsor 600 schools in partnership with Ministry of Education. -CBO director in 2 districts of Peru organized regional network for rural girls' education. -Six Guinean Local Alliances formed and initiated actions promoting girls' ed.: infrastructure improvements that benefit girls (building schools closer to villages, latrines, etc.) and public service messages. -Barry et Frères, a Guinean private business, put messages on delivery trucks and in its national advertising supporting girls' ed.			

Performance Data Table

Objective Name: Broad-based, informed constituencies mobilized to improve girls' education in emphasis countries.			
Objective ID: 941-002-01			
Approved: 01/12/99		Country/Organization: G/WID	
Result Name: Strengthened capacity of public and private sector institutions to promote girls' education.			
Indicator: IR1.2 Number of public sector units initiating actions to promote girls' education as a result of G/WID intervention.			
Unit of Measure: Government units, including ministries, offices, organizations or other publicly-supported bodies. Actions include, for example, to develop policies that benefit girls; create more school places; establish child-care centers; create infrastructure improvements.	Year	Planned	Actual
	1997 (B)	0	0
	1998	1	5
	1999	3	8
	2000	5	NA
	2001	6	NA
	2002	NA	NA
Source: Collected annually from activity records based on number of possible units. Standard activity M & E function.			
Indicator/Description: Government units			
Comments: Among these eight: -Guatemalan Min. of Ed. hired & paid for 2 curriculum experts in girls' education. -Guatemalan Min. of Ed. Issued directive requiring departmental directors of education (DDE) to incorporate girls' Ed into their programming and activities. -Peruvian national teacher training program incorporated techniques to increase girls' school participation. -Ugandan Institute for Teacher Training began training new teachers ways to increase girls' school participation. -Ayacucho, Peru regional directorate of education modified its training to include girls' education. -DDE in El Quiche, Guatemala began training program and collaborated with NGOs to support girls' education			

Performance Data Table

Objective Name: Broad-based, informed constituencies mobilized to improve girls' education in emphasis countries.			
Objective ID: 941-002-01			
Approved: 01/12/1999		Country/Organization: Office of Women in Development	
Result Name: Strengthened capacity of public and private sector institutions to promote girls' education.			
Indicator: IR1.3 Number of G/WID cooperating CSOs & other private sector organizations with increased revenue from non-USAID sources to promote girls' education.			
Unit of Measure: CSOs and other private sector organizations that increase their finances.	Year	Planned	Actual
	1997 (B)	0	0
Source: Use of program activity records for data on CSOs & other organizations with which the program directly works.	1998	4	5
	1999	6	9
	2000	12	NA
Indicator/Description: CSOs and other private sector organizations.	2001	18	NA
	2002	NA	NA
Comments: Among these nine: -CSSF raised over US \$30,000 in Morocco to fund 116 girls' scholarships. -Castillo Córdoba Foundation in partnership with Guatemalan Government funded school breakfast & snack program. -Peru's 1st national conference on girls' education received 29% of its funding from the private sector. -Private foundations in partnership with the Guatemalan government increased funding for girls' scholarships. -Guinean Local Alliances for girls' education used private funds for infrastructure improvements to decrease barriers to girls' school participation. -FUNRURAL association received European funds for activities in support of girls' education in Guatemala.			

SSO 3: Women's legal rights increasingly protected

Country/Organization: Office of Women in Development

Objective ID: 941-003-01

Objective Name: Women's legal rights increasingly protected

Self Assessment: Exceeding Expectations

Self Assessment Narrative: : Although SSO3 exceeded expectations as measured by our four indicators, G/WID realizes that protecting women's rights continues to require creative programs and strategic use of resources. The significant increase in Mission support of women's rights greatly contributed to achieving these outstanding results. G/WID anticipates meeting or exceeding future goals through (1) targeted assistance for Mission programs, and (2) simultaneous support of the NGO community, thereby ensuring high-quality results for women and their families..

Primary Link to Strategic Agency Framework: 2.1 Rule of Law/Human Rights
(please select only one)

Secondary Link to Strategic Agency Framework:
(select as many as you require)

- | | |
|---|--|
| <input type="checkbox"/> 1.1 Private Markets | <input type="checkbox"/> 1.2 Agricultural Development/Food Security |
| <input type="checkbox"/> 1.3 Economic Opportunity for Poor | <input checked="" type="checkbox"/> 2.1 Rule of Law/Human Rights |
| <input type="checkbox"/> 2.2 Credible Political Processes | <input checked="" type="checkbox"/> 2.3 Politically Active Civil Society |
| <input type="checkbox"/> 2.4 Accountable Gov't Institutions | <input type="checkbox"/> 3.1 Access to Education/Girl's Education |
| <input type="checkbox"/> 3.2 Higher Education/Sustainable Development | <input type="checkbox"/> 4.1 Unintended Pregnancies Reduced |
| <input type="checkbox"/> 4.2 Infant/Child Health/Nutrition | <input type="checkbox"/> 4.3 Child Birth Mortality Reduced |
| <input type="checkbox"/> 4.4 HIV/AIDS | <input type="checkbox"/> 4.5 Infectious Diseases Reduced |
| <input type="checkbox"/> 5.1 Global Climate Change | <input type="checkbox"/> 5.2 Biological Diversity |
| <input type="checkbox"/> 5.3 Sustainable Urbanization/Pollution | <input type="checkbox"/> 5.4 Environmentally Sound Energy |
| <input type="checkbox"/> 5.5 Natural Resource Management | <input type="checkbox"/> 6.1 Impact of Crises Reduced |
| <input type="checkbox"/> 6.2 Urgent Needs in Time of Crisis Met | <input type="checkbox"/> 6.3 Security/Basic Institutions Reestablished |
| <input type="checkbox"/> 7.1 Responsive Assist Mechanisms Developed | <input type="checkbox"/> 7.2 Program Effectiveness Improved |
| <input type="checkbox"/> 7.3 Commit Sustainable Development Assured | <input type="checkbox"/> 7.4 Technical/Managerial Capacity Expand |

Link to U.S. National Interests: Democracy and Human Rights

Primary Link to MPP Goals: Regional Stability

Secondary Link to MPP Goals (optional): Democracy and Human Rights

Summary of the SO:

"Women's legal rights increasingly protected" directly supports the Agency's goal of "Democracy and Good Governance Strengthened," and the Agency's performance objective of "Civil Liberties and Political Rights Improved." Human rights are the bedrock of a democratic society: Article 2 of the Universal Declaration of Human Rights guarantees fundamental freedoms "...without distinction of an kind, such as race, color, sex..or other status". Protecting women's rights will ensure that democracies will honor and respect the liberties of all people, thereby guaranteeing a solid foundation upon which democracies can be built.

G/WID's SSO3 seeks to ensure that women's rights are protected through adequate legislative actions, impartial interpretation and enforcement of the law, effective advocacy by civil society organizations (particularly women's NGOs), and achieving women's legal literacy. Women will realize their fundamental freedoms by knowing their rights and successfully advocating for improved legislation and free and fair access to justice. Protecting the rights of the women by addressing their needs explicitly will help ensure that the foundation of democracy--human rights and the rule of law--are as sound as possible.

G/WID's SSO3 has four intermediate results which together seek the protection of women's legal rights; the FY 99 F4 report on three of these: IR3.1: Support improved legislation that protects women's rights; IR3.2: Enhance justice sector capacity to interpret and enforce legislation in a gender-equitable manner; and IR3.3: Strengthen civil society organizations to advocate for women's legal concerns. We intend to report on IR3.4, "Increased knowledge of and receptivity to women's legal rights," in the FY 00 R4. The ultimate beneficiaries of these activities are women and their families.

Key Results:

FY 99 saw a consolidation of gains as the SSO3 program matured. Most notably, as reported by the SSO indicator, USAID Missions began to launch their own initiatives to focus on women's rights: fully 24 USAID operating units now have women's rights programs underway (up from 13 in FY 98). For example, USAID/CAR now has a new women's legal rights program, with activities in Kazakhstan, Kyrgstan, and Uzbekistan. Other USAID operating units with women's rights programs in their infancy last year are now maturing (such as the G/DG program in the Middle East.).

Civil society organizations have also been quite active in helping women achieve better access to justice, improving legislation to safeguard their rights, and preparing reports to policy makers on such critical human rights issues as gender-based violence. G/WID-supported programs were responsible for 13 targeted legislative actions taken to embody women's human rights into law: new laws addressing gender-based violence and female genital cutting have been passed or are currently under debate. Six new mechanisms--such as the first Gender and Law textbook for Latin American law schools--were implemented through G/WID assistance for women's access to legal redress. And, 14 NGOs have submitted reports to national regional, or international human rights monitoring bodies, augmenting host-country governments' efforts to assess progress during the Beijing +5 process.

These nascent programs have already made a significant impact on women's lives. In Russia, where court-based litigation on behalf of women's rights has been rare or in some regions nearly non-existent, more than 1,500 legal consultations have now been provided to women victims of domestic violence. In Kosovo, women's cooperatives are now funded and operational, providing new avenues for women to recognize and realize their rights. Throughout Latin America, women have successfully lobbied for passing legislation aimed at protecting victims of domestic violence; they are now advocating for enforcing these new laws. USAID-supported programs have resulted in better laws for women, improved justice sector interpretation and enforcement, increased public awareness of the barriers that women face to enjoy their rights, women's enhanced access to justice, and their greater ability to seek legal redress. Such results not add up to improved protection of women's rights, but clearly reflect the Agency's commitment to addressing gender issues.

Performance and Prospects:

Targets in all four key indicators were exceeded. Such high performance is attributed to two main factors: First, USAID operating units are realizing the need to address women's rights within their portfolio by integrating the issue within their democracy and governance programs, and by launching "stand alone" programs specifically targeted to a single issue (often domestic violence, and often as a response to women's demand for change); Second, women's NGOs have become increasingly effective in advocating, successfully, for major issues that concern them, such as property rights, sexual trafficking, and gender-based violence. Women's NGOs are demanding change and seeking funding for their programs; USAID has responded, recognizing that the needs highlighted by women are those which will best strengthen the Agency's development portfolio. This synergistic approach to women's rights has contributed to exceeding the relatively modest targets which G/WID projected in its initial strategy design.

G/WID expects continued high performance in this SSO for two reasons: (1) a new contract will be launched later this year to work directly with Mission civil society and rule of law programs in women's rights; and (2) a proposed G/WID mechanism will support women's NGOs. In concert, both of these key components to SSO3 will ensure that high-quality results will continue through the coming report cycle.

Both of these new programs are being launched as a result of managing for results. The contract to provide direct assistance to Mission civil society and rule of law programs was envisioned after G/WID carefully assessed its primary strategic support objective's assistance mechanisms. Although programs performed well and demonstrated outstanding cost-effectiveness, they often failed to fully link to Mission objectives. This new contract will help Missions address women's rights through integrating gender into their existing democracy and governance portfolios, thereby strengthening Mission programs as well as continuing to achieve high-quality results.

G/WID also recognizes the importance of supporting the NGO community. A thorough review of our result profile reveals that our major high-performance NGO programs (PROWID, and WELR) have achieved many of these results. To maintain such performance, G/WID anticipates launching a mechanism that will support women's NGOs on a variety of women's rights issues.

This two-pronged approach (working directly with Missions as well as NGOs) will ensure that G/WID continues to meet its targets in SSO3.

Possible Adjustments to Plans:

G/WID plans to bring a democracy and governance fellow on board to provide additional technical support for our programs. Also during FY 00, the PROWID small grants program will be completed; we anticipate replacing this with a mechanism to support NGOs in the field. Two new grants were awarded in FY 99: Georgetown University College of Law to support women lawyers in Uganda and Ghana in crafting new legislation and training judges, and Partners of the Americas to support women's NGOs in the regional effort to bolster women's legal literacy. Finally, a new contract will be launched in FY 00, which will provide technical assistance and training to Missions as they integrate women's, rights issues into their rule of law and civil society programs.

Other Donor Programs:

Following the Fourth World Conference on Women in Beijing, activists throughout the world have actively lobbied their governments to improve their record on women's rights. Their efforts have been supported by UNIFEM, IDB, WHO, and UNDP. The U.S. Department of State has also supported these issues, with particular emphasis on efforts to curb trafficking in women and girls. Results specific to the area of gender-based violence have been achieved due to the synergistic relationship between multiple donors and NGOs. USAID remains an important player within this configuration because of its broad-based democracy programming, and its commitment to integrate women's rights into the existing portfolio.

Major Contractors and Grantees:

Major contractors include DAI (the WIDTech Project), and DevTech Systems (the WIDStrat Project). Major grantees include the International Center for Research on Women; the Centre for Development and Population activities; Women, Law, and Development International; Partners of the Americas; and Georgetown University College of Law.

Performance Data Table

Objective Name: Women’s Legal Rights Increasingly Protected			
Objective ID: 941-003-01			
Approved: 01/12/1999		Country/Organization: G/WID	
Result Name: Women’s Legal Rights Increasingly Protected			
Indicator: Number of G/WID programs in women’s legal rights actively supported by G/DG, Regional Bureaus and Missions			
Unit of Measure: Programs promoted by G/WID for adoption in priority and emphasis countries	Year	Planned	Actual
	1997 (B)	4	NA
	1998	6	13
Source: PROWID, WIDStrat, WIDTech	1999	8	22
Indicator/Description: Programs to which G/DG, Bureaus or Missions have provided financial or technical support. Measures the number of USAID Missions and operating units which actively support programs in women’s legal rights, either by directly funding them or by including them in their strategic plan and programs.	2000	11	NA
	2001	15	NA
	2002	18	NA
Comments: To date, 22 USAID Missions and 2 USAID/W operating units are supporting activities in women's legal rights. Highlights include: LAC Bureau: Supports a regional DG program, partially through the Inter-American Institute of Human Rights (IIHR) which focuses on gender equity, and has developed a strong gender-based violence legal literacy component; India: The Mission has obligated nearly \$2 million in Phase II of the violence against women project, which as resulted in the draft of a new law debated in Parliament; Ukraine: Phase II of the anti-trafficking project has been launched with more than \$2 million obligated; South Africa: The new Rule of Law strategy has designated funding to specifically address violence against women.			

Performance Data Table

Objective Name: Women’s Legal Rights Increasingly Protected			
Objective ID: 941-003-01			
Approved: 01/12/1999		Country/Organization: Office of Women in Development	
Result Name: IR 1: Support improved legislation that protects women’s rights			
Indicator: Number of legislative actions taken to embody women’s human rights in law as a result of G/WID intervention			
Unit of Measure: New, repealed, or reformed bills	Year	Planned	Actual
	1997 (B)	2	2
Source: PROWID, Women, Law, and Development International; NIS-US Women’s Consortium	1998	3	9
	1999	4	13
	2000	5	NA
	2001	7	NA
Indicator/Description: Bills introduced, debated in committee, testified on behalf of, and voted on (by country)	2002	10	NA
Comments: Women's NGOs throughout the world have been able to advocate effectively for improved legislation to safeguard their rights. Highlights include: Russia: Moscow Centre for Gender Studies completed analysis in 4 sectors to determine gender implications of current and pending Russian law and state programs, and proposed legislative actions; Senegal: Village level public declarations banned FGC locally, and contributed to national momentum leading to national legislation banning the practice; Sri Lanka: National level campaign to reform land development ordinance governing land distribution.			

Performance Data Table

Objective Name: Women’s Legal Rights Increasingly Protected				
Objective ID: 941-003-01				
Approved: 01/12/99		Country/Organization: Office of Women in Development		
Result Name: IR 2: Enhanced Justice Sector capacity to interpret and enforce legislation in a gender-equitable manner				
Indicator: Number of mechanisms implemented through G/WID assistance for women’s access to legal redress				
Unit of Measure: Number of provisions for access		Year	Planned	Actual
		1997 (B)	0	0
Source: PROWID		1998	1	10
Indicator/Description: Ways or means put in place to increase women’s access, including e.g. women’s bar associations, special courts (family courts), special police cells, units or stations, women in the justice system		1999	3	6
		2000	5	NA
		2001	TBD	NA
		2002	TBD	NA
Comments: Through the NGO sector, women are effectively demanding equal access to justice. Highlights include: LAC Regional: The first Gender & Law textbook was produced and distributed in 8 countries, and is currently in use in several law schools throughout the continent, with more planning to adopt the text in FY2000; Nepal: Several community based networks allowing women to interact with locally elected officials, police, bar associations, and village governments were organized by Negalese NGOs. Women advocated for their right to legal redress; Bangladesh: A women's NGO pioneered use of public interest litigation and class-action suits, educating lawyers and judges on public interest litigation and how it has been used in other countries (e.g. India) to advance social justice aims.				

Performance Data Table

Objective Name: Women’s Legal Rights Increasingly Protected			
Objective ID: 941-003-01			
Approved: 01/12/1999		Country/Organization: G/WID	
Result Name: IR 3: Strengthened Civil Society Organizations to Advocate for Women’s Legal Concerns			
Indicator: Number of NGOs submitting reports to national, regional, or international human rights monitoring bodies			
Unit of Measure: G/WID assisted NGOs in emphasis and priority countries	Year	Planned	Actual
	1997 (B)	9	9
Source: PROWID, The Asia Foundation, Women, Law, and Development International, NIS-US Women’s Consortium	1998	3	22
	1999	3	14
	2000	5	NA
Indicator/Description: Reporting human rights violations to regional bodies, e.g. Pan American Committee on Violence Against Women; international bodies, e.g. CEDAW (Convention for the Elimination of Discrimination Against Women)	2001	5	NA
	2002	5	NA
Comments: In preparation for Beijing Plus Five, women's NGOs have prepared reports to policy-makers on critical development issues, including women's rights. Highlights include: Bangladesh: National Women's Lawyers Association formed a network of NGO leaders, lawyers, and social activists with political clout to advocate for better laws to improve working conditions for women in the informal and formal sectors; Nepal: Local leaders, policy makers, media, and activists worked together to publish a book entitled "Legal Rights and Opportunities that a Community Should Know," which enjoyed wide national distribution; Sri Lanka: Local level advocacy campaigns addressing lack of legally valid title to land, lack of access to training and extension services, political harassment, domestic violence have been launched by a coalition of 4 NGOs; South Africa: The Centre for Rural Legal Studies research on land distribution has been used in a report to Parliament on the progress made on CEDAW compliance.			

SSO 4: Greater Reflection of Gender Considerations in the Agency's Work

Country/Organization: Office of Women in Development

Objective ID: 941-004-01

Objective Name: Greater Reflection of Gender Considerations in the Agency's Work

Self Assessment: Exceeding Expectations

Self Assessment Narrative: : In FY 1999, G/WID exceeded all of its reported indicators for the IRs and has met or exceeded its targets for all indicators under the SSO, except for one.

Primary Link to Strategic Agency Framework: 1.2 Ag Development/Food Security
(please select only one)

Secondary Link to Strategic Agency Framework:
(select as many as you require)

- | | |
|--|---|
| <input checked="" type="checkbox"/> 1.1 Private Markets | <input checked="" type="checkbox"/> 1.2 Ag Development/Food Security |
| <input checked="" type="checkbox"/> 1.3 Economic Opportunity for Poor | <input checked="" type="checkbox"/> 2.1 Rule of Law/Human Rights |
| <input checked="" type="checkbox"/> 2.2 Credible Political Processes | <input checked="" type="checkbox"/> 2.3 Politically Active Civil Society |
| <input checked="" type="checkbox"/> 2.4 Accountable Gov't Institutions | <input checked="" type="checkbox"/> 3.1 Access to Ed/Girl's Education |
| <input checked="" type="checkbox"/> 3.2 Higher Ed/Sustainable Development | <input checked="" type="checkbox"/> 4.1 Unintended Pregnancies Reduced |
| <input checked="" type="checkbox"/> 4.2 Infant/Child Health/Nutrition | <input checked="" type="checkbox"/> 4.3 Child Birth Mortality Reduced |
| <input checked="" type="checkbox"/> 4.4 HIV/AIDS | <input checked="" type="checkbox"/> 4.5 Infectious Diseases Reduced |
| <input checked="" type="checkbox"/> 5.1 Global Climate Change | <input checked="" type="checkbox"/> 5.2 Biological Diversity |
| <input checked="" type="checkbox"/> 5.3 Sustainable Urbanization/Pollution | <input checked="" type="checkbox"/> 5.4 Environmentally Sound Energy |
| <input checked="" type="checkbox"/> 5.5 Natural Resource Management | <input checked="" type="checkbox"/> 6.1 Impact of Crises Reduced |
| <input checked="" type="checkbox"/> 6.2 Urgent Needs in Time of Crisis Met | <input checked="" type="checkbox"/> 6.3 Security/Basic Institutions Reestablished |
| <input type="checkbox"/> 7.1 Responsive Assist Mechanisms Developed | <input type="checkbox"/> 7.2 Program Effectiveness Improved |
| <input type="checkbox"/> 7.3 Commit Sustainable Development Assured | <input type="checkbox"/> 7.4 Technical/Managerial Capacity Expand |

Link to U.S. National Interests: Economic Prosperity

Primary Link to MPP Goals: Economic Development

Secondary Link to MPP Goals (optional): Global Growth and Stability

Summary of the SO:

As a cross-cutting objective that supports each of the Agency's goals, G/WID's SSO4 engages with USAID staff and development partners to increase awareness and reflection of gender issues in development policies and programs. G/WID contributes to the attainment of this

objective through four intermediate results: 1) Improved Agency policies and organizational capacity to address gender issues; 2) Improved incorporation of gender considerations in the design and implementation of Washington-based programs; 3) Improved incorporation of gender considerations in the design and implementation of field programs; and 4) Improved coordination on gender issues with the international community. As a Global Bureau office, G/WID supports the efforts of USAID operating units in Washington and in the field, and collaborating donors who look to G/WID for cooperation and leadership.

Key Results:

SSO4 supports increased awareness of gender issues and closer integration of gender into Agency policies, programs and activities. It contributes directly to an accelerated pace of equitable and sustainable social and economic development in countries where USAID has a presence.

At the SSO level, G/WID measures its results with reference to key quantitative indicators, including the formal adoption of specific measures in the Administrator's Gender Plan of Action (GPA). As a result of a consensus reached with G, PPC and M Bureaus last year, progress on Agency adoption of GPA measures has greatly improved. The Office of Procurement issued contract information bulletins (CIBs) on changes in procurement guidance language that highlights the importance of gender in assistance program descriptions (ADS 303) and scopes of work for contracts (ADS 302). G/WID has begun work with PPC to revise the ADS 200 series chapters on planning, implementation, and performance monitoring. Additionally, G/WID participated in the review of all goal areas under the Agency Performance Plan (APP) and the Agency Performance Review (APR). G/WID has played an active role in USG foreign policy initiatives: food security, poverty reduction, trafficking in girls and women, and response to Hurricanes George and Mitch. The Office has also contributed to the statements made by USG representatives at the International Conference on Population and Development +5 meetings in New York, the First Ladies of American Conference in Ottawa, and preparations for the World Trade Organization meetings in Seattle.

Agency policies and organizations capacity to address gender issues were improved (IR.1). Efforts to build capacity within the Agency have concentrated on the provision of technical expertise to training activities, seminars, and workshops and the placement of technical experts with gender skills in Missions and Washington operating units. G/WID has provided technical resources for 16 Agency training activities in democracy and governance, environment, and economic growth, and has organized a workshop for Mission WID officers and SO Team members in Washington. In addition, seven WorldWID fellows were field in FY 99, providing support to Missions and USAID/W in such diverse areas as health communications, urban development, youth programs, girls' education, domestic violence protection, small business development, and democracy and governance. Missions continue to value highly the contributions of fellows as demonstrated by the fact that nearly half of the 199 fellows continue to work with USAID in other capacities.

The target of improved incorporation of gender considerations in Washington operating units (IR.2) as a result of close collaboration with colleagues in Regional Bureaus and Global Centers,

was exceeded by seven. G/WID staff and contractors were active members on regional and sectoral teams throughout the Agency: the PHN Center Gender Working Group; the AFR Bureau Gender Network, the Food Security Working Group, the HCD/EGAD Workforce Initiative, Agricultural Sector Council, and the D/DG Rule of Law Team and worked closely with colleagues on these teams to address gender integration in selected programs. For example, G/WID has been collaborating with the gender-working group in the PHN Center to develop guidelines on how to integrate gender considerations into RFPs and RFAs, to more effectively achieve the strategic objectives of the Center. And, the SSO4 team has developed a number of criteria that provide a substantive basis for assessing the degree of gender integration in strategic objectives and results reporting, and has applied this framework in analyzing and strengthening selected strategic objectives in G/EGAD, G/PHN, G/ENV, AFR and LAC.

G/WID has several mechanisms for providing technical support to field Missions in all regions and sectors to assist in the incorporation of gender considerations in the design and implementation of programs. In FY 99, over 30 TDYs were undertaken to provide technical assistance to Missions. G/WID has sought to become more proactive in identifying strategic opportunities to provide technical support, particularly to regional programs: strategic planning; results framework and results package design; and gender integration in performance monitoring and evaluation. G/WID staff has also provided virtual support to Missions and functioned as members of expanded SO teams. Highlights of FY 99 assistance to Missions include an analysis of the impact of the Indonesian financial crisis on women. The information was used by the Mission to reformulate its strategy in the wake of the economic and social crisis. G/WID-assisted reach on the micro-enterprise sector has contributed to development of gender-sensitive micro-finance strategies in Jordan, and has assessed the level of gender integration in USAID/Bolivia's democratic local government activity.

Gender integration in development assistance cannot be achieved without the support of the wider development community, including other USG agencies, bilateral donors, multilateral agencies, policy coordination groups, and private sector entities such as the academic community, NGOs and PVOs. G/WID represented the Agency on the OECD/DAC Gender Working Party, and G/WID and G/EGAD together represented the Agency in the OECD/DAC Informal Network on Poverty Reduction. G/WID achieved a major success through its participation by ensuring that gender considerations were thoroughly integrated into participant donor policies.

Performance and Prospects:

Through continued collaboration with key partners, G/WID expects to build on the excellent record of accomplishments achieved by the SSO4 team and partners during FY 99. Revisions of the 2002 R4 guidance to include information on gender integration and sex-desegregated data is expected to increase the number of Missions reporting on progress on attention to gender issues in development. Therefore, the Office expects to be able to demonstrate even greater reflection of gender considerations in Agency programs than was possible during this past year. The ACVFA review of the Gender Plan of Action scheduled for FY 2000 will also provide much needed information on progress and impact of gender integration across Agency policies and programs.

Possible Adjustments to Plans:

By the conclusion of the next fiscal year, several of the activities supporting this SSO are scheduled to end. The Office will be reviewing this SSO against the changing needs/demands from field missions, the Gender Action Plan assessment study, and in the context of our review of the Office's strategic plan.

Other Donor Programs:

Donor Agencies such as UNDO and The World Bank plan to issue assessments of progress toward gender mainstreaming in their organizations. These studies will provide lessons learned that can be compared with USAID's program toward the same end.

Major Contractors and Grantees:

WIDTech and GenderReach (Development Alternatives Inc., International Center for Research on Women, Academy for Educational Development); WIDStrat (DevTech Systems Inc.); WorldWID Fellows Program (University of Florida at Gainesville).

Performance Data Table

Objective Name: Greater reflection of gender considerations in the Agency's work			
Objective ID: 941-004-01			
Approved: 01/12/1999		Country/Organization: G/WID	
Result Name: Improved Agency policies and organizational capacity to address gender issues			
Indicator: Number of technical training activities reflecting gender consideration			
Unit of Measure: technical training sessions in specific technical areas with direct gender input	Year	Planned	Actual
	1997 (B)	6	6
Source: G/WID and partners (DevTech & DAI)	1998	10	12
Indicator/Description: Agency training sessions in specific technical areas that address gender	1999	10	16
	2000	10	NA
	2001	8	NA
	2002	8	NA
Comments: The number is annual. The training sessions that took place in FY 99 were: New entry training for new Foreign Service direct hire personnel; LAC Regional DG Officer Training in El Salvador; training workshop on gender and protected areas for Women of the Amazon Forest Conference in Brazil; 4 sectoral training workshops (DG, EG, ENV, PHN) prepared for Gender and Results workshop for WID Officers and SO Team members; 4 separate training workshops with G/DG Center on gender integration in managing for results for USAID/W; Environment Officers training in Warrenton ,VA; Uganda Mission training to strengthen integration of gender into performance monitoring system; Ghana Mission training on low-cost data collection and analysis; Tanzania training on gender in monitoring and evaluation of Economic Growth programs; Indonesia Mission training of WID Committee on gender assessment and interviewing techniques.			

Performance Data Table

Objective Name: Greater reflection of gender considerations in the Agency’s work			
Objective ID: 941-004-01			
Approved: 01/12/1999		Country/Organization: G/WID	
Result Name: IR 2: Improved incorporation of gender considerations in the design and implementation of Washington-based programs			
Indicator: Number of Washington operating unit strategic objectives reflecting gender considerations as a result of G/WID intervention.			
Unit of Measure: Bureau and office strategic planning documents that meet G/WID criteria.	Year	Planned	Actual
	1997 (B)	8	8
Source: Bureau and office strategic planning and reporting documents	1998	5	5
	1999	5	12
Indicator/Description: Central and Regional Bureaus and Office strategies that incorporate gender in defining program impact.	2000	4	NA
	2001	TBD	NA
	2002	TBD	NA
Comments: The number is incremental. The Washington operating units with strategies that met G/WID gender integration criteria in FY 99 are: 1) G/HCD Center: “Improved and expanded basic education and learning systems;” 2) LAC/RSD: “Protection of selected LAC parks and reserves important to conserve the hemisphere’s biological diversity;” 3) LAC/RSD: “Reinforcement of regional trends that strengthen democracy in the LAC region”; 4) AFR/SWAA: “Regional dialogue increased on the role of civil society and communal, local and national government in achieving improved management of natural resources, food security and market development ;” 5) AFR/SD: “The adoption of policies and strategies for increased sustainability and quality of family planning services;” 6) G/DG Center: “Legal systems operate more effectively to embody democratic principles and protect human rights;” 7) G/DG Center: “Political processes, including elections are competitive and reflect the will of an informed citizenry;” 8) G/PHN/HIVAIDS: “To increase the use of improved, effective and sustainable responses to reduced HIV transmission and mitigate the impact of the HIV/AIDS pandemic;” 9) G/PHN/POP: “ Increased use by women and men of voluntary practices that contribute to reduced fertility;” 10) G/PHN/HN: “Death and adverse health outcomes to women as a result of pregnancy and childbirth reduced;” 11) G/EGAD/MD “Improved access to financial and business development, particularly for the microenterprises of the poor;” 12) G/ENV/NRM: “Increased and improved protection and sustainable use of natural resources, principally forests, biodiversity, and freshwater and coastal ecosystems in key areas .”			

Performance Data Table

Objective Name: Greater reflection of gender considerations in the Agency's work			
Objective ID: 941-004-01			
Approved: 01/12/1999		Country/Organization: Office of Women in Development	
Result Name: IR 3 Improved incorporation of gender considerations in the design and implementation of field programs			
Indicator: Number of gender integrated strategic objectives in G/WID priority and emphasis countries			
Unit of Measure: Number of gender integrated strategic objectives in G/WID priority and emphasis countries developed with G/WID assistance.	Year	Planned	Actual
	1997 baseline	15	15
	1998	20	24
	1999	25	30
Source: Country Strategic Plan and R4 reviews by G/WID	2000	30	NA
	2001	35	NA
Indicator/Description: Gender integration in Mission strategic objectives in G/WID priority and emphasis countries	2002	35	NA
Comments: The regional breakdown of gender-integrated SOs is: ANE: 11; E&E: 4; Africa: 9; LAC: 6. The criteria used to assess whether SOs are gender-integrated are: 1) gender relevant research or background analysis; 2) gender analysis informed SO design; 3) specific gender language in the SO or IR statements; 4) sex-disaggregated indicators and targets/PMP has gender dimension; 5) evidence of coordination with other donors on gender issues.			

Performance Data Table

Objective Name: Greater Reflection of Gender Considerations in the Agency’s Work			
Objective ID: 941-004-01			
Approved: 01/12/1999		Country/Organization: Office of Women in Development	
Result Name: IR 4.4, Improved coordination with the international community on gender issues			
Indicator: OECD/DAC policies and actions informed by USAID gender policy			
Unit of Measure: OECD/DAC policy and guidance documents on gender and poverty	Year	Planned	Actual
Source: G/WID, DAC	1997 baseline	1	1
Indicator/Description: DAC policy and guidance formulations that benefit from inputs from USAID gender policy and guidance.	1998	2	2
	1999	3	6
	2000	3	NA
Comments: 1. Synthesis Report, DAC Scoping Study on Poverty Reduction: Donor Policy and Practice "Making Aid Work for the Poor" (First draft 21 January 1999); 2. DAC Guidelines on Poverty Reduction, Chapter One "Poverty Reduction Concepts and Approaches" First draft (26 September 1999); 3. DAC Guidelines on Poverty Reduction, Chapter Two, "Country Assistance Programming and Management" First draft (19 September 1999); 4. DAC Guidelines on Poverty Reduction, Chapter Four, "Institutional Learning and Change" (19 September 1999);. G/WID also participated in the writing of a Paper titled “Poverty-Environment-Gender Linkages in Rural and Urban Contexts and on the Survey response for USAID on the implementation of the DAC's WP/GEN guidelines for the DAC Working Party on Gender Equality.	2001	TBD	NA
	2002	TBD	NA

R4 Part III: Resource Request

Financial Plan

With an OYB of \$11M for FY 2002 G/WID will increase each of the sectoral strategic support objectives to help strengthen the activities under these SSOs and to help meet, if not exceed our overall targets under this five-year plan.

Financial Tables are attached.

Workforce and OE Budget

With the loss of one position in FY 1999 forced already overextended G/WID staff of nine to stretch even further and the Office to make across-the-board changes in how we operate. A further staff reduction from the current on-board level of eight would have a serious impact on the Office's ability to function, increase its vulnerability, reduce the Bureau's technical capacity in an area considered vital to sustainable development and could lead some to question the Agency's commitment to gender integration.,.

The Office has curtailed R4 coverage to selected countries in each region and reduced its already limited contracts and cooperative agreements. We also have opted for an IQC for the legal rights SSO as an alternative to a different type of mechanism that would have allowed more leadership and involvement by G/WID. The development of new indefinite quantity contracts will reduce G/WID's management burden, but it will also reduce the breadth of services and innovative programs we are now able to offer the field. IT will mean an increased burden for Missions and Bureau staff who will have to be responsible for developing, budgeting and managing activities under a decentralized IQC model, without the same G/WID staff to look to for assistance and technical direction. If Missions and Bureaus are unable to or do not choose to take on the additional burden, they may leave gender concerns out of their programming. This would hamper not only the achievement of G/WID office objectives, but also the Agency's capacity to integrate gender into its programs.

We have made great strides in integrating gender requirements into the Agency's ADS in the past year; new strategies, contracts, cooperative agreements and grants must address gender concerns. As a result missions and other operating units look to G/WID for assistance in the application of what are now Agency gender standards. Further staff reductions will limit our ability to follow-through on the revision of the guidance.

With any additional direct-hire staff reduction, G/WID will have to rely more heavily on RSSAs, Fellows, consultants and contract staff, resulting in even greater managerial vulnerability for the office.

Finally, there is a very critical function of the WID office that is particularly staff dependent -- that is to advocate and facilitate the integration of gender into all Agency programs. This is a labor-intensive task that depends upon high quality, credible, senior-

level staff in the WID office. No matter how competent they are, Fellows, interns and consultants cannot exert the same leadership and influence within the Agency.

G/WID estimates that the \$68,000 will cover travel in FY 2001.

Program, Workforce and OE

(in a separate folder named Country02R2b_data; enter data and print separately)

FY 2000 Budget Request by Program/Country

Fiscal Year: 2000

Program/Country: Office of Women in Development

Approp:

DA/CSD

Scenario:

Base Level 10,000,000

S.O. # , Title		FY 2000 Request													Est. S.O. Pipeline End of FY2000
	Bilateral/Field Spt	Total	Agri-culture	Other Economic Growth	Children's Basic Education (*)	Other HCD	Population	Child Survival (*)	Infectious Diseases (*)	HIV/AIDS (*)	Health Promotion (**)	Environ	D/G	Est. S.O. Expenditures	
SO 1: Gender-based Constraints to Economic Growth Policies and Programs Increasingly Addressed															
	Bilateral	2,440		2,440				0						4,544	2,761
	Field Spt													0	0
		2,440	0	2,440	0	0	0	0	0	0	0	0	0	4,544	2,761
SO 2: Broad-based, Informed Constituencies Mobilized to Improve Girls' Education in Emphasis Countries															
	Bilateral	2,340			2,340									7,307	6,465
	Field Spt														
		2,340	0	0	2,340	0	0	0	0	0	0	0	0	7,307	6,465
SO 3: Women's Legal Rights Increasingly Protected															
	Bilateral	2,520											2,520	7,553	5,467
	Field Spt	0													
		2,520	0	0	0	0	0	0	0	0	0	0	2,520	7,553	5,467
SO 4: Greater Reflection of Gender Considerations in the Agency's Work															
	Bilateral	2,700		2,700										2,950	2,915
	Field Spt	0													
		2,700	0	2,700	0	0	0	0	0	0	0	0	0	2,950	2,915
SO 5:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 6:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 7:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 8:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Bilateral		10,000	0	5,140	2,340	0	0	0	0	0	0	0	2,520	22,354	17,608
Total Field Support		0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL PROGRAM		10,000	0	5,140	2,340	0	0	0	0	0	0	0	2,520	22,354	17,608

FY 2000 Request Agency Goal Totals	
Econ Growth	5,140
Democracy	2,520
HCD	2,340
PHN	0
Environment	0
Program ICASS	0
GCC (from all Goals)	0

FY 2000 Account Distribution (DA only)	
Dev. Assist Program	7,660
Dev. Assist ICASS	
Dev. Assist Total:	7,660
CSD Program	2,340
CSD ICASS	
CSD Total:	2,340

Prepare one set of tables for each Fiscal Year (FY2000, FY2001, FY2002)

Prepare one set of tables for each appropriation Account

Tables for DA and CSD may be combined on one table.

For the DA/CSD Table, columns marked with (*) will be funded from the CSD Account. (**) Health Promotion is normally funded from the CSD Account, although amounts for Victims of War/Victims of Torture are funded from the DA/DFA Account

FY 2001 Budget Request by Program/Country

Fiscal Year: 2001

Program/Country: Office of Women in Development

Approp:

DA/CSD

Scenario:

Base Level 10,000,000

S.O. # , Title		FY 2001 Request												Est. S.O. Expenditures	Est. S.O. Pipeline End of FY2001
	Bilateral/Field Spt	Total	Agri-culture	Other Economic Growth	Children's Basic Education (*)	Other HCD	Population	Child Survival (*)	Infectious Diseases (*)	HIV/AIDS (*)	Health Promotion (**)	Environ	D/G		
SO 1: Gender-based Constraints to Economic Growth Policies and Programs Increasingly Addressed															
	Bilateral	2,440		2,440				0						6,544	3,201
	Field Spt													0	0
		2,440	0	2,440	0	0	0	0	0	0	0	0	0	6,544	3,201
SO 2: Broad-based, Informed Constituencies Mobilized to Improve Girls' Education in Emphasis Countries															
	Bilateral	2,340			2,340									10,307	3,027
	Field Spt														
		2,340	0	0	2,340	0	0	0	0	0	0	0	0	10,307	3,027
SO 3: Women's Legal Rights Increasingly Protected															
	Bilateral	2,520											2,520	10,553	4,987
	Field Spt	0													
		2,520	0	0	0	0	0	0	0	0	0	0	2,520	10,553	4,987
SO 4: Greater Reflection of Gender Considerations in the Agency's Work															
	Bilateral	2,700		2,700										5,950	2,615
	Field Spt	0													
		2,700	0	2,700	0	0	0	0	0	0	0	0	0	5,950	2,615
SO 5:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 6:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 7:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 8:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Bilateral		10,000	0	5,140	2,340	0	0	0	0	0	0	0	2,520	33,354	13,830
Total Field Support		0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL PROGRAM		10,000	0	5,140	2,340	0	0	0	0	0	0	0	2,520	33,354	13,830

FY 2001 Request Agency Goal Totals	
Econ Growth	5,140
Democracy	2,520
HCD	2,340
PHN	0
Environment	0
Program ICASS	0
GCC (from all Goals)	0

FY 2001 Account Distribution (DA only)	
Dev. Assist Program	7,660
Dev. Assist ICASS	
Dev. Assist Total:	7,660
CSD Program	2,340
CSD ICASS	
CSD Total:	2,340

Prepare one set of tables for each Fiscal Year (FY2000, FY2001, FY2002)

Prepare one set of tables for each appropriation Account

Tables for DA and CSD may be combined on one table.

For the DA/CSD Table, columns marked with (*) will be funded from the CSD Account. (**) Health Promotion is normally funded from the CSD Account, although amounts for Victims of War/Victims of Torture are funded from the DA/DFA Account

FY 2002 Budget Request by Program/Country

Fiscal Year: 2002

Program/Country: Office of Women in Development

Approp:

DA/CSD

Scenario:

Base Level 11,000,000

S.O. # , Title		FY 2002 Request												Est. S.O. Expenditures	Est. S.O. Pipeline End of FY2002
	Bilateral/Field Spt	Total	Agri-culture	Other Economic Growth	Children's Basic Education (*)	Other HCD	Population	Child Survival (*)	Infectious Diseases (*)	HIV/AIDS (*)	Health Promotion (**)	Environ	D/G		
SO 1: Gender-based Constraints to Economic Growth Policies and Programs Increasingly Addressed															
	Bilateral	2,840		2,840				0						9,044	3,541
	Field Spt													0	0
		2,840	0	2,840	0	0	0	0	0	0	0	0	0	9,044	3,541
SO 2: Broad-based, Informed Constituencies Mobilized to Improve Girls' Education in Emphasis Countries															
	Bilateral	2,540			2,540									13,307	2,567
	Field Spt														
		2,540	0	0	2,540	0	0	0	0	0	0	0	0	13,307	2,567
SO 3: Women's Legal Rights Increasingly Protected															
	Bilateral	2,920											2,920	15,053	3,407
	Field Spt	0													
		2,920	0	0	0	0	0	0	0	0	0	0	2,920	15,053	3,407
SO 4: Greater Reflection of Gender Considerations in the Agency's Work															
	Bilateral	2,700		2,700										8,450	2,815
	Field Spt	0													
		2,700	0	2,700	0	0	0	0	0	0	0	0	0	8,450	2,815
SO 5:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 6:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 7:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
SO 8:															
	Bilateral	0													
	Field Spt	0													
		0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Bilateral		11,000	0	5,540	2,540	0	0	0	0	0	0	0	2,920	45,854	12,330
Total Field Support		0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL PROGRAM		11,000	0	5,540	2,540	0	0	0	0	0	0	0	2,920	45,854	12,330

FY 2002 Request Agency Goal Totals	
Econ Growth	5,540
Democracy	2,920
HCD	2,540
PHN	0
Environment	0
Program ICASS	0
GCC (from all Goals)	0

FY 2002 Account Distribution (DA only)	
Dev. Assist Program	8,460
Dev. Assist ICASS	
Dev. Assist Total:	8,460
CSD Program	2,540
CSD ICASS	
CSD Total:	2,540

Prepare one set of tables for each Fiscal Year (FY2000, FY2001, FY2002)

Prepare one set of tables for each appropriation Account

Tables for DA and CSD may be combined on one table.

For the DA/CSD Table, columns marked with (*) will be funded from the CSD Account. (**) Health Promotion is normally funded from the CSD Account, although amounts for Victims of War/Victims of Torture are funded from the DA/DFA Account

Workforce Tables

Org_Office of Women in Development End of year On-Board								Total	Org. Fin. Admin. Con- All						Total	Total
FY 2000 Estimate								SO/SpO	Mgmt.	Mgmt	Mgmt	tract	Legal	Other	Mgmt.	Staff
OE Funded: 1/																
U.S. Direct Hire								6	1					1	2	8
Other U.S. Citizens								0							0	0
FSN/TCN Direct Hire								0							0	0
Other FSN/TCN								0							0	0
Subtotal								6	1	0	0	0	0	1	2	8
Program Funded 1/																
U.S. Citizens								2							0	2
FSNs/TCNs								0							0	0
Subtotal								2	0	0	0	0	0	0	0	2
Total Direct Workforce								8	1	0	0	0	0	1	2	10
TAACS								1							0	1
Fellows								3							0	3
IDIs								0							0	0
Subtotal								4	0	0	0	0	0	0	0	4
TOTAL WORKFORCE								12	1	0	0	0	0	1	2	14

Workforce Tables

Org_ Office of Women in Development End of year On-Board								Total SO/SpO	Org. Mgmt.	Fin. Mgmt	Admin. Mgmt	Con- tract	Legal	All Other	Total Mgmt.	Total Staff
FY 2001 Target																
OE Funded: 1/																
U.S. Direct Hire								6	1					1	2	8
Other U.S. Citizens								0							0	0
FSN/TCN Direct Hire								0							0	0
Other FSN/TCN								0							0	0
Subtotal								6	1	0	0	0	0	1	2	8
Program Funded 1/																
U.S. Citizens								2							0	2
FSNs/TCNs								0							0	0
Subtotal								2	0	0	0	0	0	0	0	2
Total Direct Workforce								8	1	0	0	0	0	1	2	10
TAACS								1							0	1
Fellows								3							0	3
IDIs								0							0	0
Subtotal								4	0	0	0	0	0	0	0	4
TOTAL WORKFORCE								12	1	0	0	0	0	1	2	14

Workforce Tables

Org. Offie of Women in Development End of year On-Board								Total SO/SpO Staff	Org. Mgmt.	Fin. Mgmt	Admin. Mgmt	Con- tract	Legal	All Other	Total Mgmt.	Total Staff
FY 2002 Target																
OE Funded: 1/																
U.S. Direct Hire								6	1					1	2	8
Other U.S. Citizens								0							0	0
FSN/TCN Direct Hire								0							0	0
Other FSN/TCN								0							0	0
Subtotal								6	1	0	0	0	0	1	2	8
Program Funded 1/																
U.S. Citizens								2							0	2
FSNs/TCNs								0							0	0
Subtotal								2	0	0	0	0	0	0	0	2
Total Direct Workforce								8	1	0	0	0	0	1	2	10
TAACS								1							0	1
Fellows								3							0	3
IDIs								0							0	0
Subtotal								4	0	0	0	0	0	0	0	4
TOTAL WORKFORCE								12	1	0	0	0	0	1	2	14

USDH Staffing Requirements by Backstop, FY 2000 - FY 2003

Mission:

Functional Backstop (BS)	Number of USDH Employees in Backstop in:			
	FY 2000	FY 2001	FY 2002	FY 2003
Senior Management				
SMG - 01				
Program Management				
Program Mgt - 02	4	4	4	4
Project Dvpm Officer - 94				
Support Management				
EXO - 03				
Controller - 04				
Legal - 85				
Commodity Mgt. - 92				
Contract Mgt. - 93				
Secretary - 05 & 07	1	1	1	1
Sector Management				
Agriculture - 10 & 14				
Economics - 11				
Democracy - 12				
Food for Peace - 15				
Private Enterprise - 21				
Engineering - 25				
Environment - 40 & 75	2	2	2	2
Health/Pop. - 50				
Education - 60	1	1	1	1
General Dvpm. - 12*				
RUDO, UE-funded - 40				
Total	8	8	8	8

*GDO - 12: for the rare case where an officer manages activities in several technical areas, none of which predominate, e.g., the officer manages Democracy, Health, and Environment activities that are about equal. An officer who manages primarily Health activities with some Democracy and Environment activities would be a Health Officer, BS 50.

remaining **IDIs**: list under the Functional Backstop for the work they do.

Please e-mail this worksheet in Excel to: Maribeth Zankowski@HR.PPIM@aidw as well as include it with your R4 submission.

OC	Resource Category Title	FY 2000 Estimate	FY 2001 Target	FY 2002 Target
11.8	Special personal services payments IPA/Details-In/PASAs/RSSAs Salaries	Do not enter data on this line.		
	Subtotal OC 11.8	0.0	0.0	0.0
12.1	Personnel Benefits IPA/Details-In/PASAs/RSSAs Salaries	Do not enter data on this line.		
	Subtotal OC 12.1	0.0	0.0	0.0
21.0	Travel and transportation of persons	Do not enter data on this line.		
	Training Travel	Do not enter data on this line.		
	Operational Travel	Do not enter data on this line.		
	Site Visits - Headquarters Personnel	52,500.0	52,500.0	52,500.0
	Site Visits - Mission Personnel			
	Conferences/Seminars/Meetings/Retreats	2,500.0	2,500.0	2,500.0
	Assessment Travel	8,000.0	8,000.0	8,000.0
	Impact Evaluation Travel	5,000.0	5,000.0	5,000.0
	Disaster Travel (to respond to specific disasters)			
	Recruitment Travel			
	Other Operational Travel			
	Subtotal OC 21.0	68,000.0	68,000.0	68,000.0
23.3	Communications, Utilities, and Miscellaneous Charges Commercial Time Sharing	Do not enter data on this line.		
	Subtotal OC 23.3	0.0	0.0	0.0
24.0	Printing & Reproduction Subscriptions & Publications	Do not enter data on this line.		
	Subtotal OC 24.0	0.0	0.0	0.0
25.1	Advisory and assistance services Studies, Analyses, & Evaluations Management & Professional Support Services Engineering & Technical Services	Do not enter data on this line.		
	Subtotal OC 25.1	0.0	0.0	0.0
25.2	Other services Non-Federal Audits Grievances/Investigations Manpower Contracts Other Miscellaneous Services Staff training contracts	Do not enter data on this line.		
	Subtotal OC 25.2	0.0	0.0	0.0
25.3	Purchase of goods and services from Government accounts DCAA Audits HHS Audits All Other Federal Audits Reimbursements to Other USAID Accounts All Other Services from other Gov't. Agencies	Do not enter data on this line.		
	Subtotal OC 25.3	0.0	0.0	0.0
25.7	Operation & Maintenance of Equipment & Storage	Do not enter data on this line.		
	Subtotal OC 25.7	0.0	0.0	0.0
25.8	Substance and support of persons (contract or Gov't.)	Do not enter data on this line.		
	Subtotal OC 25.8	0.0	0.0	0.0
26.0	Supplies and Materials	Do not enter data on this line.		
	Subtotal OC 26.0	0.0	0.0	0.0
31.0	Equipment ADP Software Purchases ADP Hardware Purchases	Do not enter data on this line.		
	Subtotal OC 31.0	0.0	0.0	0.0

TOTAL BUDGET

68,000.0

68,000.0

68,000.0

TABLE WASHINGTON OE BY RESOURCE CATEGORY

Supplemental Information Annexes

Environmental Impact

Information Annex Topic: Environmental Impact

Requested by: bureau environment officers and program offices.

All G/WID activities are being implemented in compliance with previously approved IEEs or EAs. There are no outstanding issues with regard to 22 CFR 216 requirements.

SSO1: All ongoing activities fall under the Categorical Exclusion per CFR 216.2 (C)
(1) (I)

SSO2: All ongoing activities fall under the Categorical Exclusion per CFR 216.2 (C)
(1) (I)

SSO3: All ongoing activities fall under the Categorical Exclusion per CFR 216.2 (C)
(1) (I)

SSO4: All ongoing activities fall under the Categorical Exclusion per CFP 216.2 (C)
(1) (I)

No new activities requiring IEEs or EAs are envisioned for FYs 00 and 01 under G/WID's current Strategic Support Objectives.

Updated Framework Annex

Country/Organization Name: Office of Women in Development

a. Objective Name: Gender-based constraints to economic growth policies and programs increasingly addressed

Proposed newly reported indicator at SO level? No ☒ Yes ☐

IR1.1: Increased engagement of policy makers in addressing gender issues in economic growth

Proposed newly reported indicator for FY2003? No ☒ Yes ☐

IR1.2 : Increased effectiveness of NGOs and other partners in addressing women's economic issues

No ☒ Yes ☐

IR1.3: Increased knowledge and skills to deal with gender issues affecting economic growth

No ☒ Yes ☐

IR :

No ☐ Yes ☐

IR :

No ☐ Yes ☐

IR :

No ☐ Yes ☐

IR :

No ☐ Yes ☐

IR :

No ☐ Yes ☐

IR :

No ☐ Yes ☐

IR :

No ☐ Yes ☐

Objective ID	Objective Name	IR Number	IR Title
Current Indicator Name:			
Newly Reported Indicator :			
		Target Data	
(Baseline)			
2001			
2002			
Current Indicator Name:			
Newly Reported Indicator :			
		Target Data	

(Baseline)	
2001	
2002	
Current Indicator Name:	
Newly Reported Indicator :	
	Target Data
(Baseline)	
2001	
2002	
Current Indicator Name:	
Newly Reported Indicator :	
	Target Data
(Baseline)	
2001	
2002	

b. Objective Name: Broad-based, informed constituencies mobilized to improve girls' education in emphasis countries

Proposed newly reported indicator at SO level? No ☒ Yes ☐

IR2.1 : Strengthened performance of public and private sector institutions to promote girls' education

Proposed newly reported indicator for FY2003? No ☒ Yes ☐

IR2.2: Improved knowledge to implement policies, strategies, and programs for girls' education.

No ☒ Yes ☐

IR2.3 : Mobilized leadership to promote girls' education

No ☒ Yes ☐

IR2.4 : Broadened local community participation to promote girls' education

No ☐ Yes ☒

IR :

No ☐ Yes ☐

IR :

No ☐ Yes ☐

IR :

No ☐ Yes ☐

IR :

No ☐ Yes ☐

IR :

No ☐ Yes ☐

IR :

No ☐ Yes ☐

Objective ID	Objective Name	IR Number	IR Title
941-002-01	Broad-based, informed constituencies mobilized to improve girls' education in emphasis countries	2.4	Broadened local community participation to promote girls' education
Current Indicator Name:		.N/A	
Newly Reported Indicator :		Percent of growth in membership of public and private organizations that promote girls' education	
		Target Data	
1997 (Baseline)		0	
2001		10	
2002		10	
Current Indicator Name:		N/A	
Newly Reported Indicator :		Number of community-based actions that promote girls' education.	
		Target Data	
1997 (Baseline)		0	
2001		30	
2002		30	
Current Indicator Name:			
Newly Reported Indicator :			
		Target Data	
(Baseline)			
2001			
2002			
Current Indicator Name:			
Newly Reported Indicator :			
		Target Data	
(Baseline)			
2001			
2002			

c. Objective Name: Women's legal rights increasingly protected

Proposed newly reported indicator at SO level? No ☒ Yes ☐

IR3.1 : Support improved legislation that protects women's rights

Proposed newly reported indicator for FY2003? No ☒ Yes ☐

IR3.2 : Enhance judicial sector capacity to interpret and enforce legislation in a gender-equitable manner

No ☒ Yes ☐

IR3.3 : Strengthened civil society organizations to advocate for women's legal concerns

No ☒ Yes ☐

IR3.4 : Increased knowledge of an receptivity to women's legal rights

No ☐ Yes ☒

IR :

No ☐ Yes ☐

IR :

No ☐ Yes ☐

IR :

No ☐ Yes ☐

IR :

No ☐ Yes ☐

IR :

No ☐ Yes ☐

IR :

No ☐ Yes ☐

Objective ID	Objective Name	IR Number	IR Title
941-003-01	Women's legal rights increasingly protected	3.4	Increased knowledge of and receptivity to women's legal rights
Current Indicator Name:		N/A	
Newly Reported Indicator :		Percentage of women who understand the system for legal redress	
		Target Data	
1997 (Baseline)		5	
2001		15	
2002		20	
Current Indicator Name:		N/A	
Newly Reported Indicator :		Number of new resources that inform women about their rights	
		Target Data	
1997 (Baseline)		13	
2001		7	
2002		10	
Current Indicator Name:			

Newly Reported Indicator :	
	Target Data
(Baseline)	
2001	
2002	
Current Indicator Name:	
Newly Reported Indicator :	
	Target Data
(Baseline)	
2001	
2002	

d. Objective Name: Greater reflection of gender considerations in the Agency's work
Proposed newly reported indicator at SO level? No ☒ Yes ☐

IR4.1 : Improved agency policies and organizational capacity to address critical gender issues
Proposed newly reported indicator for FY2003? No ☒ Yes ☐

IR4.2: Improved incorporation of gender considerations in the design and implementation of Washington-based programs
No ☒ Yes ☐

IR4.3 : Improved incorporation of gender considerations in the design and implementation of field programs
No ☒ Yes ☐

IR4.4 : Improved coordination with the international community on gender issues
No ☒ Yes ☐

IR :
No ☐ Yes ☐

IR :
No ☐ Yes ☐

IR :
No ☐ Yes ☐

IR :
No ☐ Yes ☐

IR :
No ☐ Yes ☐

IR :
No ☐ Yes ☐

Success Stories

VOLUNTARY ANNEX: SUCCESS STORIES

- Domestic violence in India is among one of the most pressing development issues in the country: research indicates that nearly half of all women have been abused in some way during their lifetimes. Recognizing the urgent human rights imperative to address this issue, USAID/India funded a study in three states to document the nature and scope of the problem. A National Advisory Council comprised of activists, academics, and government officials coordinated the research. Two national conferences were convened to report research findings and document "best practices" to end the violence. As a result of these efforts, national media reports continue to publicize the problem, educating the public about the pervasiveness of the problem and local remedies that work. For the first time, a legislative bill seeking to provide women legal protection from their abusers is currently being debated in the Indian Parliament.
- In 1997, a Senegalese women's NGO publicly pledged to ban female genital cutting (FGC) in their community. Through theater, public debates, and a house-to-house campaign, women convinced their husbands, relatives, and traditional and religious leaders that the practice was harmful and needed to end. Women from several other villages have now joined these efforts and were praised by the President of Senegal who cited their determination and success when he proposed a new law prohibiting the practice. Parliament has recently approved the law, which institutes prison terms of up to five years for ban violators. In November, 1999, women from many villages publicly rallied to support the law and ban their daughters from undergoing circumcision;